




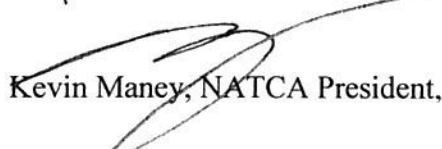
Federal Aviation Administration

Memorandum

Date: July 11, 2016

To: All New York TRACON Operational Personnel

From:  James Hayden, Air Traffic Manager, New York TRACON

 Kevin Maney, NATCA President, New York TRACON

Subject: N90 Training Incentive MOU

SELF
BRIEFING

Attached is an MOU which provides training incentives for CPCs, OJTIs and newly certified CPCs in the EWR, ISP, JFK, LGA and LIB areas.

This MOU is intended to make sure we continue to remain focused and motivated with our efforts to achieve ATCS certifications. The road to full certification is a long one that requires a fully committed team effort. Our staffing issues are well known and this MOU is one step in the right direction. Please know that other incentives are still being considered and discussed to help us attract and retain CPCs here at N90.

The highlights:

- Effective Sunday, July 10, 2016, OJTIs in the EWR, ISP, JFK, LGA and LIB areas will now receive an additional 15% pay per hour while performing OJT, for a total of 25% per hour.
- ATCS that are fully certified and assigned to either the EWR, ISP, JFK, LGA or LIB areas will receive a lump sum payment of \$3,000.00 for each employee receiving initial facility certification in that area. This also applies to the employee that achieves initial facility certification.
- The Agency is applying these incentives to FLMs that are facility certified and assigned to the EWR, ISP, JFK, LGA or LIB areas. These incentives will also apply when an FLM-IT achieves initial facility certification in that area, the same as it does for ATCS certifications.

We would like to thank Trish Gilbert, Dean Iacopelli, Randy Park and Tim Arel for their hard work on this MOU and their continued efforts in addressing the ongoing staffing issues at N90. Without them, this MOU and the added incentives, solely for N90, would not have come to fruition.

MEMORANDUM OF UNDERSTANDING
Between the
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION – AFL-CIO
and the
FEDERAL AVIATION ADMINISTRATION

This Memorandum of Understanding ("MOU" or "Agreement") is entered into by the National Air Traffic Controllers Association – AFL-CIO ("NATCA" or "Union") and the Federal Aviation Administration ("FAA" or "Agency"), collectively referred to as the "Parties." This Agreement represents the complete understanding between the Parties regarding the New York TRACON (N90) Training Initiative. This Agreement is applicable to the N90 Air Traffic Controller Specialist bargaining unit.

Section 1. The Parties agree that the immediacy of the N90 staffing challenges requires a short term initiative to target measurable results that lead to improved staffing numbers by focusing on training that will lead to improved success in achieving certifications. It is the intent of these initiatives to motivate employees to support additional training hours and to focus on quality instruction/learning that achieves certification.

Section 2. For the purpose of this Agreement, "facility certification" is defined as certification on all positions within the operational area (EWR, ISP, JFK, LGA and LIB) to which an employee is assigned.

Section 3. Effective July 10, 2016 the following training initiatives will be in effect for the EWR, ISP, JFK, LGA and LIB operational areas:


- a. Bargaining unit employees conducting on-the-job-training (OJT) will receive additional pay of fifteen percent (15%) of the applicable hourly rate of Base Pay times the number of hours and portions of an hour during which the employee is providing on-the-job-training (OJT) while the employee receiving training is directly involved in the separation and control of live traffic.
- b. ATCS bargaining unit employees that are facility certified and assigned to an operational area in which employees achieve initial facility certification (CPC) will receive a lump sum payment of three thousand dollars (\$3,000.00), for each employee receiving initial facility certification in that area. This lump sum payment also applies to the employee that achieves initial facility certification.

Section 4. Nothing in this Agreement shall be construed as a waiver of any rights afforded under the NATCA/FAA Collective Bargaining Agreements, or applicable law, rule, or regulation.


Section 5. This Agreement shall remain in effect for a period of one (1) year from the date of execution and may be extended for a period of one (1) additional year by mutual agreement of the parties.

Signed this 8th day of July 2016.


For NATCA:


Patricia Gilbert

For the Agency:


Randy Park


Dean Iacopelli


Timothy L. Arel